St. Paul’s is a touchstone that makes me a better person.
- St. Paul’s Parishioner
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Welcome

St. Paul’s Episcopal Church is located in the Town of Dedham, a community of approximately 25,000 people just outside of Boston, Massachusetts. The church was founded in 1758 by a handful of Church of England families. After the third wooden structure was destroyed by fire in 1856, the church was rebuilt of Dedham granite and consecrated in 1858.

Today, our members come from Dedham and its surrounding communities to worship together. In St. Paul’s they have found an appealing spiritual home – not only those who can trace their family’s membership back through the generations, but also those whose search for a relationship with God has brought them through our doors more recently.

Our focus on traditional liturgy and music has been, and will continue to be, our spiritual anchor. Over the last decade, we have become a more geographically diverse congregation with a changing demographic. We see this point in our church history as a springboard for a renewed energy and commitment to those areas that provide meaning to our Christian lives. In this time of transition, we have a newfound momentum, a sense of optimism and opportunity, and a deeper feeling of community.

In collaboration with the new rector, we look forward to continuing this momentum by improving our ability to welcome newcomers and enhancing programs for spiritual growth across the generations.

-St. Paul’s Parishioner

St. Paul’s is my safe haven.
What We Value

The mission and purpose of St. Paul’s Church is to be the Body of Christ in this place, known by our corporate worship of God as Episcopalians, and as a community of love and openness; active in the formation, education, and nurture of Christians toward prayer, witness, and service for the doing of God’s work here and in the world.

We strive to live by this mission, which is reflected in what we value about our parish life. We feel a strong sense of community, of family, of belonging – supporting each other in good times and bad, in joy and sorrow. We have a growing number of members who have not always been Episcopalians, but who have found St. Paul’s to be welcoming to those raised in other denominations. We are respectful of differences, and have come to value the ways in which varying opinions are presented.

We strongly value the tradition, history, and dignity of our worship services. The balance between “high” and “low” church approaches, the incorporation of traditional hymns, and the continuation of the service of Morning Prayer, are of great importance to our parishioners. The quality of our music ministry enhances our worship by bringing us closer to God through not only prayer, but song.

We value the opportunities to help our children develop as Christians through the church school program, the children’s choir, the acolyte program, and preparation for confirmation. We also value the opportunities to help those in the community outside our doors, providing time, talent, and funds to support endeavors both near and far.
Worship

Our worship is guided by the Book of Common Prayer, and thus is quite structured and constant from week to week. More than 35 parishioners are involved weekly in supporting our regular worship services, including Lay Eucharistic Ministers, Lectors, Greeters, Church School teachers, Altar Chapter and Flower Guild members, and the Choir.

During our program year (September to June), Holy Eucharist services are held Sundays at 8 a.m. and 10 a.m. All are welcome at God’s table, for either the Eucharist or a blessing. There is no music at the early service, which follows Rite I, and is attended by a small cadre of regular attendees. In contrast, the 10 a.m. service, which follows Rite II, is traditional in nature and is highlighted by our music program. Music is highly valued at St. Paul’s, and our focus on classical music, along with the expertise and dedication of our music minister and choirs, attracts parishioners not only to enjoy, but serve, the music ministry at St. Paul’s.

We offer the service of Morning Prayer on the fourth Sunday of each month at the 10 a.m. service during the program year as a way of connecting the past traditions of the Episcopal Church with the current practice of celebrating the Eucharist as the main act of worship.

My ideal is to attend a formal service with deliberate and purposeful ritual that allows for open-minded theological exploration.

- St. Paul’s Parishioner

A small but dedicated group of parishioners gathers in the chancel for a service of Holy Eucharist led by the Rector on Thursdays at 7 a.m. It includes readings from the Epistles, Psalms, and Gospels, and a reading about an individual or individuals whom they are celebrating that day. The 20-minute service is followed by coffee and conversation.

In July and August, Sunday worship is a single service at 10 a.m., with organist accompaniment; Thursday’s service is on hiatus in August. Special services are added during Advent and Lent. In deference to and in support of our aging population, we conduct a monthly service of Holy Eucharist offsite for parishioners unable to attend regular services.
Led by Minister of Music David Tierney, the music at St. Paul’s is an important part of our parish life. The Chancel Choir, an adult choir of 10 to 15 members, provides much of the music for the worship services, including traditional hymns from the *Hymnal 1982*, the alternate *Lift Every Voice and Sing II* hymnal, and anthems from classical to contemporary. The Chancel Choir, augmented by small instrumental ensembles, also presents two “Major Music” Sundays, in which major classical choral pieces are interwoven throughout the worship. The Commonwealth Brass Quartet often performs with our choir each year as part of Christmas and Easter services.

The Children’s Choir has grown considerably in recent years, with approximately a dozen children currently participating. Under David Tierney’s tutelage, the children’s choir presents the offertory hymn during children’s services and takes part in the service of Lessons and Carols, presented during Advent.

The importance of the music program at St. Paul’s is highlighted by our commitment in this time of transition to a $600,000 capital campaign to restore and enhance our 1959 Casavant organ. Two well respected New England firms will work on the instrument, providing a new console, filling in gaps in the organ’s tonal design, and “doubling” the pipe organ with digital capabilities. When the project is complete, these resources will modernize and enhance our music offerings.
Church school for kindergarten through Grade 8 is taught during the 10 a.m. service throughout the program year. Group activities, held on Morning Prayer days, provide opportunities for all church school children to discuss a common topic; the results of their discussions are often on display for all to see at fellowship hour. Church school activities also include a Halloween party and an end-of-year picnic at a local playground, all of which is organized by an enthusiastic corps of volunteers from within the parish. In years where there is interest and leadership, St. Paul’s offers a confirmation class for our young adults.

Children’s services are held regularly as well, with a child-focused sermon and music provided by the Children’s Choir. While children are always welcome in church, nursery care is provided during the 10 a.m. service for children up to preschool age at St. Paul’s Nursery School, located across the street from the church.

"We want a person who will keep our church open and friendly to all types of people."

- St. Paul’s student
The parish supports several organizations both here and abroad through its Outreach Committee. Locally, we support the Dedham Food Pantry by donating grocery items, staffing volunteers at the pantry on a regular basis and collecting monetary donations via special offerings. The Outreach Committee recently instituted a pre-Thanksgiving pie baking event which serves the two-fold purpose of supporting the food pantry and providing a fellowship opportunity for parishioners. Through our Christmas greens sale, the parish raises funds for the Dedham Youth Commission and Dare Family Services. Our Christmas Market to support Heifer International gets larger year by year.

Approximately ten years ago, St. Paul’s joined with another group to support the development of a clinic in the small, remote and mountainous village of Juampas, Haiti. For several years, delegations of parishioners visited the village to provide goods and services on-site, and a number of parishioners continue to provide monetary support to families in the village to help offset the cost of their children’s schooling.

The Outreach Committee is exploring opportunities for a potential expansion of our efforts for outreach with a more local focus. While we wish to continue to provide support to organizations globally, we recognize the great and compelling need that exists close to home, and hope that by providing more local opportunities, we can grow in our faith and sense of community with each other.

*Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me*

- Matthew 25:40
A popular Lenten Study accompanied by a light supper has been well attended by members of the parish for the past several years. A stalwart group of parishioners gather each year as part of a Bible study group, and a newly formed book group is experiencing great success.

The St. Paul’s Guild was formed in 2013 to develop fresh ideas for socializing outside of regular Sunday hours. The Guild has brought forth such events as a cozy winter dessert social and a spring celebration of our music ministry and choir. Kicking off the slate of fellowship events each program year, the Warden’s Welcome Back Party has been instrumental in helping parishioners to know one another better and helping us grow as a community of faith.

_I have gotten out more than I have given._

- St. Paul’s Parishioner
Challenges and Opportunities

If we are to grow as a parish, we must find new ways to harness and involve the myriad professional and social talents within the parish. We also must improve the structure of our organizational life, both to attract and encourage new volunteers to participate, as well as to not overburden current volunteers with the responsibilities of keeping groups operational. We are eager to identify new ideas and ventures that will foster camaraderie, broaden our spiritual existence, and help us to do God’s work here and in the world.

We need to attract a younger, more diverse group of participants and encourage them to invest fully in our shared communal life. Many younger families are dual working households with children involved in sports and community programs even on Sundays. Many come to St. Paul’s for worship services from surrounding towns, making their return to the church for midweek volunteer activities challenging.

We labor with how to maintain and grow our base, taking into account the changing demographics of our community. We have a significant aging population which faithfully and financially has supported St. Paul’s for many years, and while our stewardship has become more evenly spread throughout the congregation, a number of parishioners do not pledge.

Like many congregations, we struggle with how best to engage our youth. We believe that there is an opportunity for development in the area of youth involvement and we intend to expand and better involve this demographic. We have a solid base of families participating, particularly at the lower grade levels, and a number of parishioners have expressed a desire to seize the momentum going forward with this group to start a more active extracurricular youth program.
Fiscal Matters

In 2014, there were 110 pledging units, accounting for 82% of our annual operating budget. Plate contributions and a fiscally-responsible annual endowment draw make up the remainder of our annual budget. Average weekly attendance during the program year is approximately 115 parishioners inclusive of the 8 a.m. and the 10 a.m. service. Church school attendance runs about 18-20 children each week. In addition to its General Fund and Maintenance Funds, the Church has an Endowment Fund valued at $2,700,000 at the end of 2014. This Endowment Fund is overseen by the Church’s Finance Committee and its assets are managed by the Diocesan Investment Trust on behalf of the Church.

This...is our opportunity to pull together closer, share our gifts with each other, and strengthen the bonds that unite us.

- St. Paul’s 2014 Stewardship Letter

Our 2015 operating budget of $423,161 provides for our next Rector, as well as our interim priest, a Minister of Music, an office administrator, a sexton and a part-time bookkeeper. We outsource services for major snow removal and landscape maintenance. In addition to the current capital campaign to restore the organ, we also are ascertaining the cost of updating the church’s physical plant to improve accessibility.
Located in one of Dedham’s historic districts, the church and rectory are part of the fabric of the neighborhood and are within walking distance of Dedham Center. The Rectory, once known as Gay’s Tavern, was one of many taverns serving those coming to Dedham for business in the county courts as well as travelers on the Norfolk & Bristol Turnpike. It was used over the years as a rectory, but also has provided auxiliary meeting space and at one time housed our church school program. The building was substantially renovated in 2011 to once again become the principal residence for the rector and the rector’s family. With 7 bedrooms and 4.5 baths, the home also features a new kitchen, updated heating and electrical services, and central air conditioning throughout.

Over time, additions to the church proper have included a wrought iron rood screen, the parish hall, and its administrative offices. The substructure was extensively rehabilitated in 2009 to provide updated choir and church school space within the main building of the church. The sanctuary was painted in 2009 as well, using a color palette found in a long-untouched section of wall behind the organ pipes. This brightened the space in which we worship, and further highlighted the architectural beauty of our church. Many of our stained glass windows have been lovingly restored, and the grounds feature a Memorial Garden where cremated remains of loved ones are buried, providing a place of solace and comfort.

The brick chapel located across the street was once used for church school and is now home to a private nursery school on weekdays. Sold in 2004, it retains its architectural character, and is home to child care for St. Paul’s parishioners during the 10 a.m. service.
We seek an articulate and compassionate spiritual leader with proven organizational skills who will work with us to build consensus on sensitive issues, embrace new opportunities and meet our goals. Focused, thought-provoking sermons and homilies that humanize the scriptures and are relevant to our daily lives are essential. Our next rector must be sensitive to the traditions and core values of St. Paul’s and grow with us spiritually and communally. We seek an individual who is personable and has a good sense of humor, but who also will be serious and sensitive to our pastoral needs. He or she needs to be approachable and accessible – someone who can relate to and communicate with us at all stages of our lives, in times of happiness and sadness, and is willing to become an integral part of our community.

All application materials should be sent via email to chairs@sc.stpauls-dedham.org. Files should be in PDF format. Individual files must not exceed 5MB. Please feel free to send your application in several emails marked (e.g.) Part 1, Part 2... if needed.

Complete applications must include the following to be considered:

* Cover Letter, with appended access to recordings (preferred) or transcripts of representative sermons/homilies. Media files such as audio or video recordings should be made available via the web: please provide these links (URLs).
* Your CV (resume)
* Completed Ministry Portfolio (national Episcopal Church form)

Supplemental materials, such as blog posts or articles, may be submitted if desired, but will not be considered as substitutes for any of the required materials.

The Search Committee will email you within three working days to confirm receipt of your application, and advise you about next steps and expected timing. The deadline to submit completed applications is Friday, May 1, 2015.

We welcome your interest in our St. Paul’s Dedham parish and community.
Dear Lord, giver of every good gift, look graciously on our parish of St. Paul’s in Dedham.

We ask you help all of us together to find, choose and call a faithful pastor

Who will care for your people in this place, and inspire and strengthen us in your work and our ministries.

We ask your spirit to breathe fire and life into our search, our prayers and music, our families and each other,

Through your Son, Jesus Christ.
Amen.
St. Paul’s Search Committee

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